

ICSEW BILL ALERT

HB 1878

Preserving seniority for
state employee who
are rehired.



Link to bill:

<https://lawfilesext.leg.wa.gov/biennium/2023-24/Pdf/Bills/House%20Bills/1878.pdf?q=20240104095038>

Legislative Hotline:
1.800.562.6000

Summary of bill and impact for Washington:

If passed, this legislation would provide a rehired state employee seniority level status that includes the length of unbroken service time from previous employment with the same employer.

Seniority adjustments must be applied when:

- The employee is rehired within seven years of separation from state service.
- The employee is rehired at the same or equivalent position or job classification *and* in the same geographic area of prior employment.

This legislation impacts employees at executive branch agencies of the state.

This legislation does not affect how service credits are determined for purposes of the public employee's retirement system.

ICSEW Legislative and Policy Subcommittee is providing the following Bill Alert as a service to inform state employees of bills that may impact them. ICSEW asks that employees remember to share their opinion in an ethical way, on their own time, & using their own phone, computer, or device.

As state employees, we cannot use state time or resources to lobby for or against legislative proposals (RCW [42.52.160](#) and [42.52.180](#)). On your own time and using your own resources, let your voice be heard by:

Contacting your legislator directly by phone at the legislative hotline: 1-800-562-6000.

Finding their contact information: <http://app.leg.wa.gov/DistrictFinder/>

Commenting on a bill online. You can find out how: <https://app.leg.wa.gov/pbc/>